



# DIVERSITY IN CLOUD NATIVE

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## RESULTS FROM OUR FIRST-EVER COMMUNITY SURVEY ON DIVERSITY, EQUITY, AND INCLUSION

### EXECUTIVE SUMMARY

CNCF recently conducted its first microsurvey to better understand the state of Diversity, Equity, and Inclusion (DEI) in our community.

This informal survey creates a window into community perspectives on DEI, a core tenet of the cloud native community. Both the Linux Foundation and CNCF expect to conduct regular surveys on the topic. In this instance, we asked respondents their individual feelings on questions related to DEI. You can not improve what you cannot measure, so while sentiment is hard to quantify, this survey is an attempt to track the feelings of the community on the subject.

At the same time, CNCF and the entire open source ecosystem have seen rapid growth of projects, and more open source software driving more of the world's innovation. We felt it was an important time to check in with the community to see if there were places we could provide more support in terms of DEI. We believe open source should lead in making software development more inclusive, thus more diverse, and more powerful. Open source embodies diversity – anyone from anywhere can contribute – and the best ideas win no matter where they come from.

Diversity is hard, requiring a lot of conversations, small steps, giant leaps, and head-down determination. This survey, and the ones to follow, will inform us about what is working and what isn't. We'll be better positioned to track progress and learn where we need to do more work.

# SURVEY METHODOLOGY

Between March and June 2021, we asked respondents to answer 12 questions about how they identify, how they feel about belonging, and other factors relating to DEI in the cloud native ecosystem.

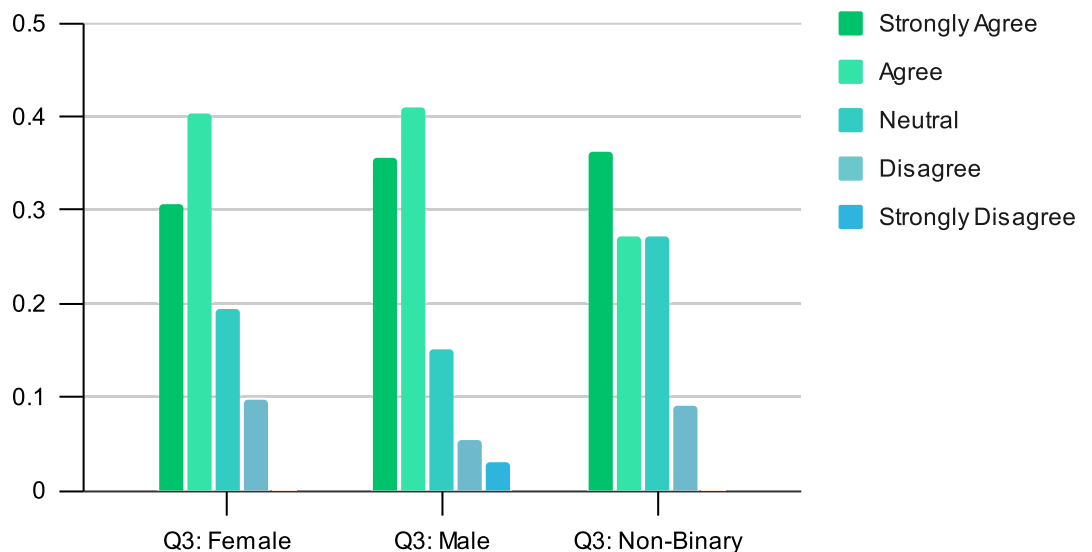
The survey was informal in that it relied upon individuals to self-select as to whether they wanted to participate and allowed the option to self-identify. We elicited responses from more than 280 cloud native and open source workers across the globe. While the racial breakdown of respondents was well mixed, a large portion, 72% of the respondents, were male, which is, in and of itself, illustrative of why more diversity is needed. (See respondent breakdown below.)

## THE RESULTS

We found that more than 7 of 10 respondents (75%) said open source is becoming more inclusive. This is good news, but the responses also indicate that different groups experience different levels of inclusivity:

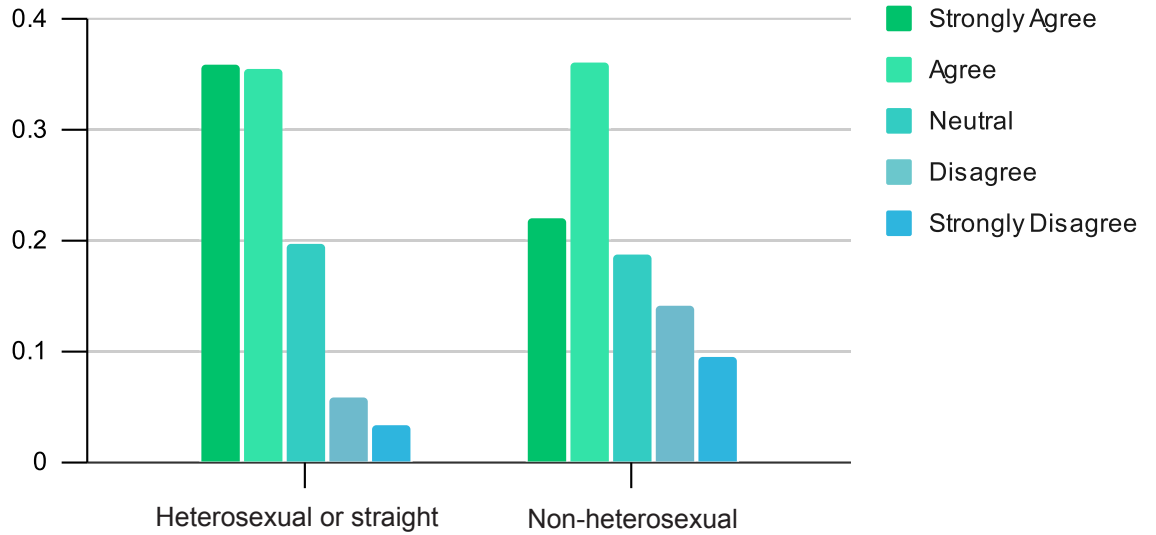
- Men are slightly more likely to feel a strong sense of belonging in the OSS community than women and non-binary individuals, with 77% saying they agree or strongly agree with this sentiment versus 71% of women and 64% non-binary individuals.

I feel a strong sense of community in my OSS Community

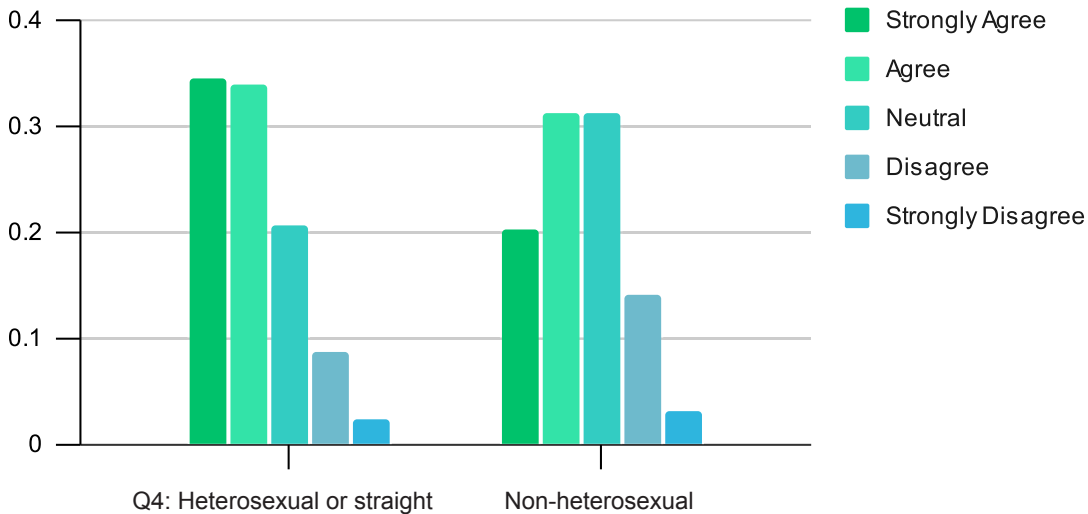


Heterosexual individuals (71%) are more likely to agree that the OSS community at large supports everyone to be their authentic selves without fear than those who do not identify as straight (58%). 21% of those who do not identify as straight do not agree with this statement.

The OSS community-at-large supports everyone to be their authentic selves without fear



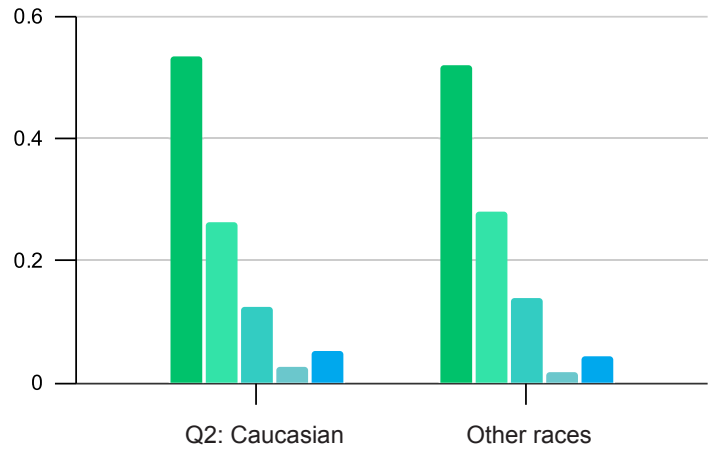
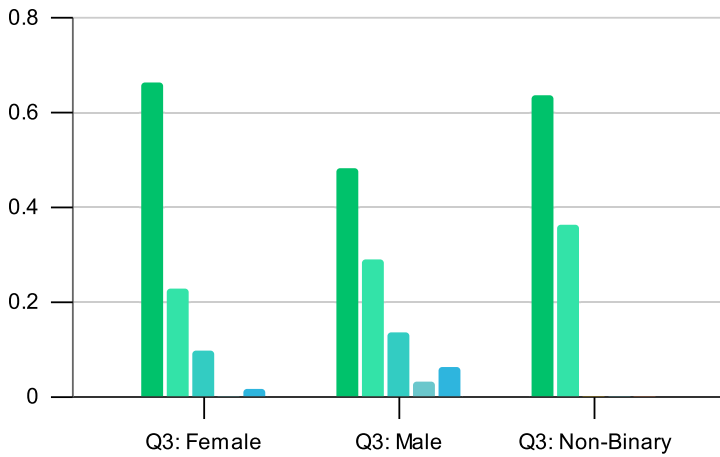
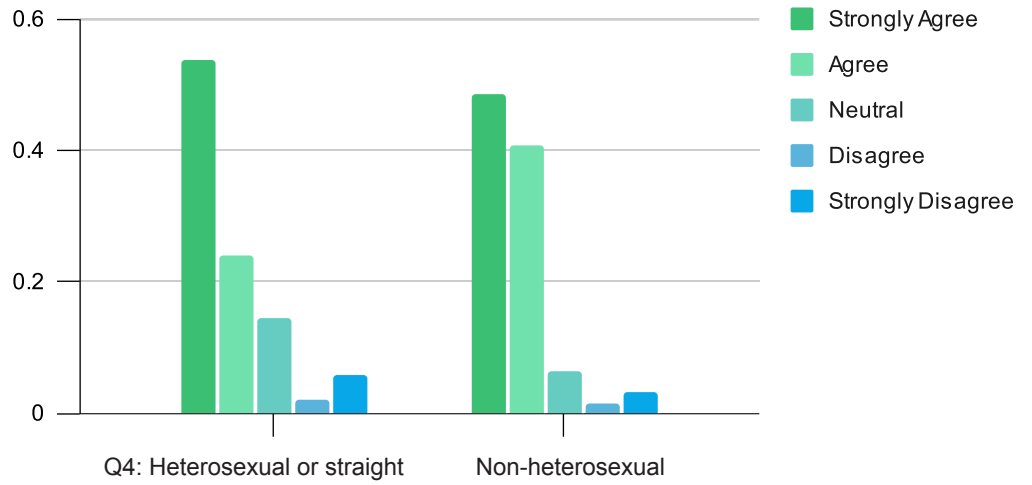
- Heterosexual individuals (69%) are also more likely to agree that they feel comfortable speaking up against non-inclusive behaviors/language without repercussions in the OSS community than those who do not identify as straight (52%). However, 17% of non-heterosexual individuals do not feel comfortable speaking up against non-inclusive behaviors/language.



I feel comfortable speaking up against non-inclusive behaviors/language without repercussion in my OSS community

- There is definitely room for improvement. More than three-quarters of everyone surveyed believe OSS would be more resilient and innovative with increased diversity of contributors, with men only slightly less convinced than other groups.
  - Some 89% of individuals who do not identify as straight agree with this statement compared with 78% of heterosexuals.
  - Both Caucasians and minority groups were at 80%.
  - 89% of women and 100% of non-binary individuals agreed with this statement compared with 77% of men.

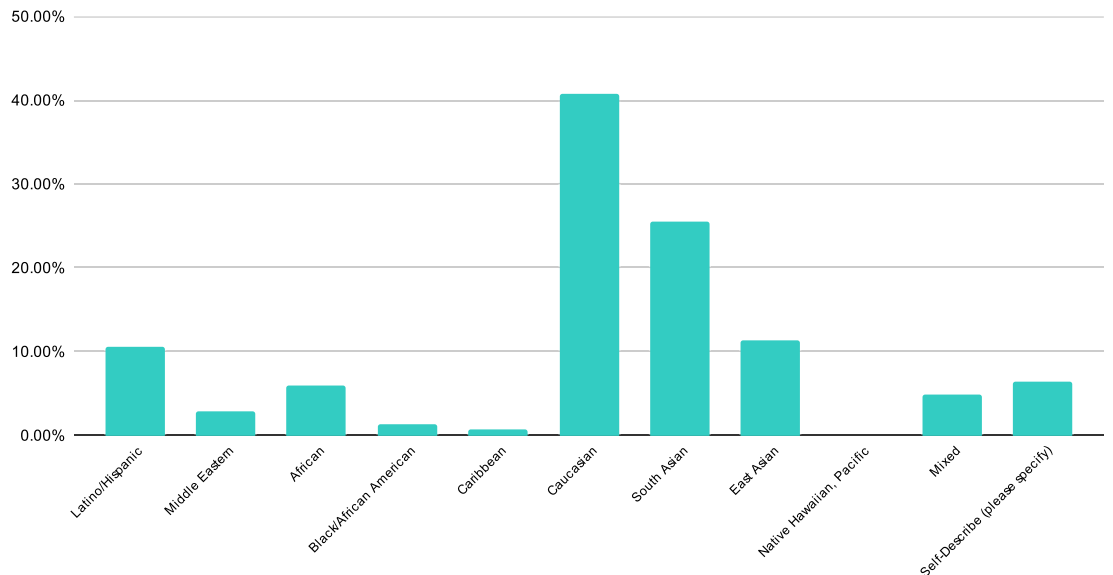
OSS would be more resilient, innovative with increased diversity of contributors



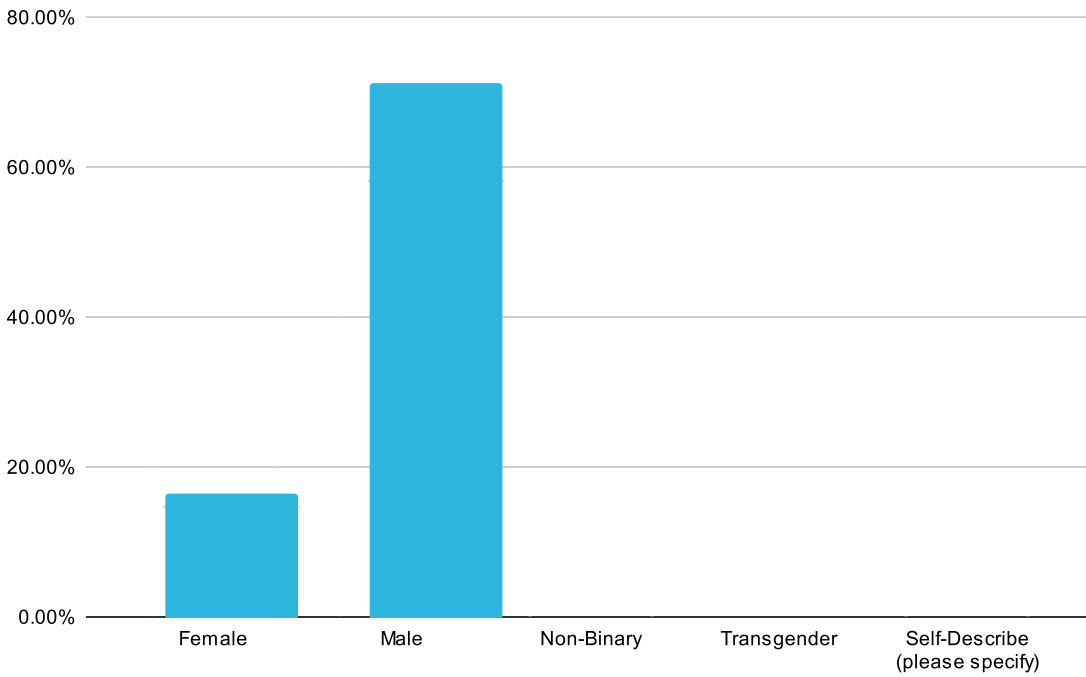
## RESPONDENT BREAKDOWN

The racial breakdown of survey respondents included 41% Caucasian, 37% Asian, 11% Latino, 8% Black/African, 5% who identified as mixed, and 3% Middle Eastern.

Are you (check all that apply)



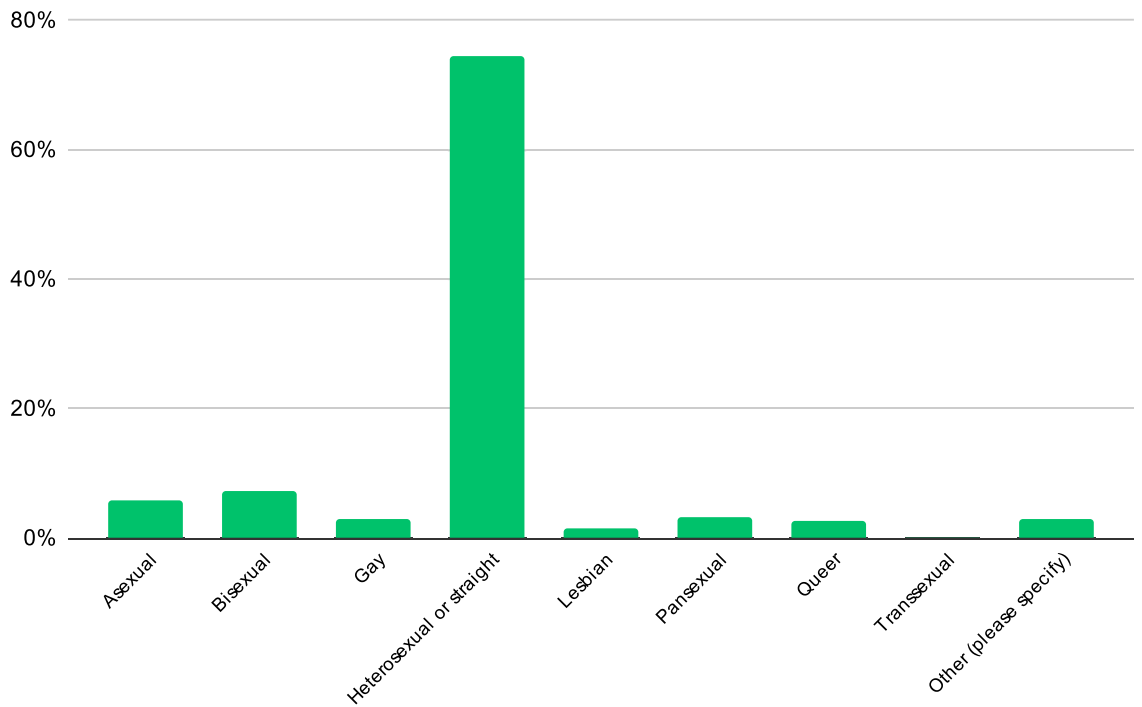
For the gender breakdown, 72% of respondents identified as male, 22% as female, and 4% as non-binary. Just over 2% chose self-describe, with responses including intersex, gender non-conforming, and others.



How do you identify?

The sexual orientation breakdown included 74% heterosexual, 7% bisexual, 6% asexual, 3% gay, 3% pansexual, 2% queer, 1% lesbian.

What is your sexual orientation?



We found this data and the associated charts eye-opening. It was a useful exercise for us and we will repeat it in the quarters to come. If you want to learn more, feel free to check out the raw data on GitHub. If you would like to make a suggestion for future surveys, please file an issue.